

***ARLINGTON PUBLIC SCHOOLS***

*In accordance with the provisions of the Massachusetts General laws, Chapter 30A, Section 20, notice is hereby given for the following meeting of the:*

***Arlington School Committee  
Standing Subcommittee: Community Relations  
Wednesday, April 25, 2018  
6:30 PM***

*Arlington Town Hall  
Town Manger's Conference Room  
730 Mass Avenue  
Arlington, MA*

*6:30 pm Open Meeting*

*6:30 pm Arlington Human Rights Commission proposals on guidelines for responding to hate incidents in APS*

*7:00 pm Process for addressing issues relating to after-school care*

*7:20 pm Identify Community Relation's goals for the year*

*7:40 pm School Committee office hours*

*7:45 pm Adjournment*

*The listings of matters are those reasonably anticipated by the Chair, which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.*

*Stated times and time amounts, listed in parenthesis, are the estimated amount of time for that particular agenda item. Actual times may be shorter or longer depending on the time needed to fully explore the topic.*

*Submitted by Jennifer Susse, Chair*



## Town of Arlington, Massachusetts

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6:30 pm Arlington Human Rights Commission proposals on guidelines for responding to hate incidents in APS

### ATTACHMENTS:

Type	File Name	Description
Backup Material	04_25_2018_at__Town_Hall_AHRC_School_Liasons.pdf	HRC
Backup Material	GUIDELINES_FOR_RESPONDING_TO_HATE_INCIDENTS_IN_ARLINGTON_PUBLIC_SCHOOLS.pdf	Guidelines

## DRAFT

### Functions of Arlington Human Rights Commission (AHRC) School Liaisons

The AHRC plays an important role in the town that can be communicated to the school communities through the use of the AHRC School Liason. The AHRC:

- ❖ is an appointed Commission
- ❖ educates the community about issues related to human rights, including increasing mutual respect and the appreciation of diversity
- ❖ enlists community-based groups in educational programs to promote acceptance
- ❖ works with town officials to promote diversity
- ❖ responds to complaints by people who believe that their human rights have been violated in Arlington
- ❖ initiates investigations where unlawful discrimination may have occurred

Functions of the AHRC School Liason:

- ❖ communicate about events that are happening within the community that the school might be interested in
- ❖ provide seed money or contribute to efforts that relate to human rights that are occurring within the school
- ❖
- ❖ share best practices across schools for responses and programming related to human rights issues
- ❖ serve as a conduit between a parent/guardian who has had a concern within the school community related to protected classes and does not feel that it has been adequately addressed
- ❖ Be a member of the school Diversity Committee
- ❖ Be collaborative, neutral, non-judgemental
- ❖ Act as a sounding board for a principal when there is a human rights related incident
- ❖ Be alerted when there are hate incidents
- ❖ Be communicated with when an incident occurs so that the AHRC is aware and knowledgeable about the steps taken in the event that a parent/guardian approaches the Commission, which can then support the school
- ❖ Help to prevent future issues related to human rights/protected classes

Some of the things we have to done to support the schools in the past have included:

- ❖ Provide seed money & support of Gay, Lesbian, Bi-Sexual and Transgender parents group
- ❖ Represent parent concerns about summer reading selection (children of color felt racism in book was not appropriately addressed by teacher)
- ❖ Act as a sounding board for principal when there was an incident (principal reviewed what she did to see if she'd missed anything – she hadn't and we did nothing)
- ❖ Provide forums: special education, bullying, how to talk to kids about racism, dating violence – including providing Professional Development Points for teachers

- ❖ Worked with the School Committee and Central administration to examine high school rates of suspension as they relate to students of color

Knowing the types of things we have done, how do you see us supporting your school's needs and goals? BUT, it will be helpful to provide ideas, e.g. once you know what they are working on, give suggestions

## GUIDELINES FOR RESPONDING TO HATE INCIDENTS IN ARLINGTON PUBLIC SCHOOLS

*A Hate Incident is any act of physical or verbal assault, vandalism, or graffiti that threatens, demeans, or attacks an individual or group of people based upon their race, religious views, national origin, sex, color, citizenship, age, ancestry, disability, family/marital status, source of income, ethnicity, sexual orientation, or gender identity and expression.*

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### **What to do:**

- Identify the Incident
- Preserve the Evidence
- Notify the Principal
- Document the Incident
  
- **DOCUMENT:**
  - ☐ In cases of verbal or physical assault, note the location, date and time of the incident and its discovery with as much detail as possible.
  - ☐ Write down any additional details you recall of the incident you experienced or witnessed.
  - ☐ In cases of vandalism, damage or graffiti, photograph/videotape the object or graffiti in order to preserve evidence. DO NOT ALTER, CHANGE OR CLEAN UP THE DAMAGE OR GRAFFITI IN ANY WAY.
  - ☐ Upon arrival, the Arlington Police Department (APD) will evaluate the situation and inform school administrators when the site can be cleaned up and evidence removed.
  
- **COMMUNICATE (as soon as possible):**
  - ☐ School personnel should first contact the school principal. The principal should then contact their building administrator(s) or designee(s) to ensure the evidence is preserved.
  - ☐ The school principal should contact the superintendent and the incident should be reported to the APD at (781) 643-1212.
  - ☐ The APD will contact the Arlington Human Rights Commission (AHRC) and school personnel may also contact the AHRC directly at (781)

316-3250.

- **FOLLOW UP:**

- ❑ Principals or their designated representatives should send an initial email and timely email updates to the school community, including the PTO, until an incident is deemed resolved by the Arlington Police Department.
- ❑ In cases where lack of witness, evidence or insufficient information, makes a clear resolution not achievable, affected persons should be offered referral to supportive counseling and encouraged to remain in contact with the Arlington Human Rights Commission.
- ❑ Where no resolution is possible, all parties should be notified of the reasons for its absence, so that victims and involved parties may work toward psychological closure and acceptance in spite of a lack of legal redress.

### **Online Resource**

Teaching Tolerance, “Responding to Hate and Bias at School”

[http://www.tolerance.org/sites/default/files/general/Responding%20to%20Hate%20at%20School%20ONLINE 3.pdf](http://www.tolerance.org/sites/default/files/general/Responding%20to%20Hate%20at%20School%20ONLINE%203.pdf)